

MEDIA RELEASE

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For Immediate Release

Date: August 11, 2008
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“Time Off to Vote” Guidelines

State Capitol— Secretary of State Max Maxfield issued a press release today reminding employers that Wyoming Statute 22-2-111 mandates that employees be given one hour off to vote on Election Day. The statute does not apply to an employee who has three (3) or more consecutive non-working hours during the time the polls are open. It also does not apply to some federal agencies. The following guidelines should be observed to ensure employers and employees are in compliance with the statute:

1. The hour off shall not be a meal hour and may be selected at the convenience of the employer.
2. Employees must use the hour to vote as intended by the law.

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“The Secretary of State’s Office receives a number of inquiries on this issue every election year,” stated Peggy Nighswonger, State Election Director. “Although a variety of employees ask questions about time off to vote, shift work employees seem to make the most inquiries,” Nighswonger stated. Secretary of State Maxfield encourages employers and employees alike to be good citizens and support the election process.

Failure to allow employees time off to vote can result in a misdemeanor criminal charge being filed, with a possible fine of up to one thousand dollars (\$1,000).